The Arab Women Leaders

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Middle East's 10 Most Visionary Women LEADERS in Healthcare, 2025

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Dr. Nada Fida

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A note from our Director

Celebrating Women Driving Healthcare Innovation

Today, healthcare is evolving at an unprecedented pace, shaped by rapid technological advancements, shifting patient expectations, and a global focus on sustainability and accessibility. It is with great pride and admiration that I present this special edition highlighting the ***Middle East's 10 Most Visionary Women Leaders in Healthcare, 2025***. Amidst this dynamic landscape, these exceptional women are redefining leadership, setting new standards, and inspiring transformative change across the region.

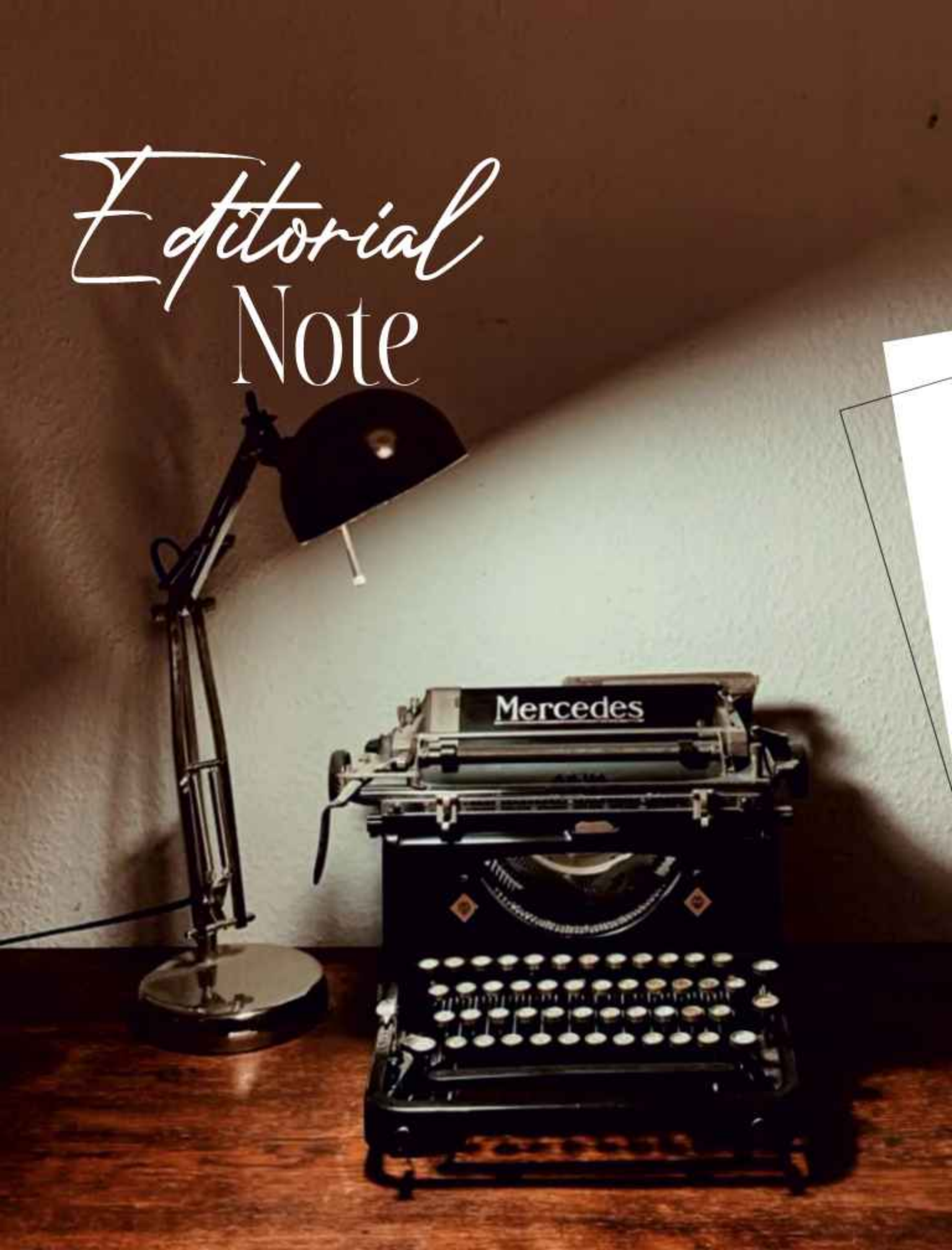
Each leader featured in this edition brings a unique vision to the table—whether it is pioneering breakthrough medical research, driving large-scale digital health initiatives, or creating inclusive systems that ensure equitable access to care. Their work reflects not just innovation and operational excellence, but also empathy, resilience, and a deep commitment to improving lives. These women demonstrate that true leadership in healthcare extends beyond titles and accolades; it is about fostering cultures of collaboration, challenging conventional norms, and empowering teams to achieve what was once thought impossible.

Their stories are a testament to the power of perseverance, foresight, and a patient-centered approach in creating meaningful change. Through this edition, we aim to celebrate their achievements, shine a light on their journeys, and encourage dialogue on the critical role of women in healthcare leadership. As you explore these stories, I hope you find inspiration, insight, and a renewed appreciation for the incredible talent driving the future of healthcare in the Middle East and beyond.

Manish Bansal

Managing Director & Founder

Editorial Note



Honoring Middle East's Visionary Women Leaders

Healthcare is undergoing a profound transformation worldwide, driven by rapid technological innovation, evolving patient expectations, and a renewed focus on sustainability and accessibility. In this dynamic landscape, the Middle East stands at the forefront of change, positioning itself as a hub for medical excellence and forward-looking healthcare systems. Governments and institutions across the region are investing heavily in infrastructure, research, and digital platforms to ensure that healthcare delivery meets global standards while addressing the unique needs of their populations. At the heart of this progress are the remarkable women leaders who are shaping the future of healthcare with determination and vision.

The Arab Women Leaders in its exclusive feature **Middle East's 10 Most Visionary Women Leaders in Healthcare, 2025** shines a spotlight on pioneers who have transformed challenges into opportunities and emerged as catalysts of progress. These leaders embody resilience, compassion, and foresight, qualities that enable them to navigate the complexities of a rapidly changing healthcare landscape. Their journeys reflect not only professional excellence but also a deep sense of responsibility toward advancing patient care, fostering inclusivity, and creating systems that are both innovative and sustainable. From spearheading groundbreaking medical research and leading clinical innovations to scaling digital health platforms and leveraging artificial intelligence for patient outcomes, these leaders are driving initiatives that are reshaping the future of healthcare delivery.

At the same time, their journeys highlight the importance of courage, expertise, and vision in overcoming challenges and breaking traditional barriers. Each story is a powerful reminder that progress in healthcare is not solely about systems, policies, or technology. It is equally about people who dare to challenge conventions, envision better outcomes, and inspire others to believe in the possibilities of change. These trailblazers represent the spirit of transformation in the region. By leading large-scale initiatives, championing public health, and embracing cutting-edge technologies, they are shaping a future where healthcare is more personalized, accessible, and technologically advanced.

Have a great read ahead!

Prince Batton

CONTENTS

THE FRONT PAGE EXCLUSIVE 08

Dr. Nada Fida

Where Healing Meets Humanity

INDUSTRY INSIGHTS

20

Reforming Societies

Empowering Women Leaders in the Middle East

24

Impactful Solutions

Advancements Shaping the Future of Healthcare

The Arab Women Leaders

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September, 2025

Featured Person	Company Name	Brief
Azra Kasalo Coach and Master Cerfied Coach	Dubai London Hospital dubailondonhospital.com	Azra specializes in applying evidence-based coaching techniques to foster resilience, professional development, and team effectiveness.
Helena Parmar Practice Development	King's College Hospital London kch.nhs.uk	Helena is dedicated to implementing innovative strategies that improve healthcare delivery, operational efficiency, and professional development within the hospital.
Michele Kigozi Clinical Assistant	Cleveland Clinic Abu Dhabi clevelandclinicabudhabi.ae	Michele is committed to enhancing healthcare delivery through attention to detail, effective communication, and a patient-centered approach.
Mohita Shrivastava Founder and Director	Cognitome LLC cognitomeprogram.me	Mohita leverages her expertise in program design and organizational leadership to develop impactful strategies that foster personal growth and enhance team performance.
Nada Fida Emotional Resilience Coach, Patient Experience Advisor, Patient Experience Advisor, Organizational Consultant, Board Member and Director of Marketing	ICF Saudi Arabia icf.com	Nada leverages her expertise in holistic healing and patient-centered strategies to empower individuals and healthcare teams in achieving optimal well-being and professional excellence.
Nazia Salam Preventive Medicine	Genesis Healthcare Center genesishealthcares.com	Nazia combines clinical knowledge with patient-centered education to implement programs that reduce health risks and encourage proactive care.
Ruchi Bhola Specialist Anesthesia	CMC Hospital Dubai cmcdubai.ae	Ruchi combines clinical excellence with compassionate care, tailoring anesthesia plans to individual patient needs and collaborating closely with multidisciplinary teams.
Rupinder Ruprai Integrative Gynecologist	HealthBay Clinics healthbayclinic.com	Rupinder emphasizes holistic well-being, integrating lifestyle guidance, emotional support, and evidence-based treatments to optimize health outcomes.
Saima Jehanzeb Consultant Psychiatrist	Psychaitry UK psychiatry-uk.com	Saima combines clinical excellence with empathetic patient engagement to deliver personalized care that addresses both psychological and social factors.
Tracy Roake Manager, Clinical Education	Danat Al Emarat Hospital for Women & Children danatalemarat.ae	Tracy collaborates closely with healthcare teams to design and implement educational programs that improve clinical outcomes and support staff growth.

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The Front Page Exclusive

Dr. Nada Fida

Where Healing Meets Humanity

"I believe my strength lies in integrating compassion with competence—demonstrating that effective leadership in healthcare doesn't need to be transactional; it can be transformational."

When a leading healthcare organization was amid its efforts to take its mark of patient care and interaction to new heights, a rare prospect arose, one that required a paradigm shift towards designing the overall patient experience. Instead of focusing on metrics or short-term solutions, the leadership realized that there was a more underlying component needed, a solution that prioritized compassion, empowerment of the employees, and a culture of continual improvement and connectiveness. This transformation is headed by **Dr. Nada Fida**, whose innovative style did not just solve the problem, but changed it into a model to be followed and emulated by others.

She has over 20 years of experience in healthcare administration, patient experience, and customer service, which she has contributed to the form of strategic insight and heartfelt passion. The hallmark of her career has been her commitment to humanizing healthcare- that every patient-provider interaction is based on care, respect, and emotional intelligence. She is a ***Emotional Resilience Coach, Patient Experience Advisor, Patient Experience Advisor, Organizational Consultant, Board Member and Director of Marketing*** who is integrating evidence-based leadership coaching with effective team development practices that create performance, engagement, and resilience.

She has expertise in changing healthcare teams into high-performing, patient-focused teams. She works on designing complex training programs, mentor's medical workers, and uses evidence-based approaches to increase satisfaction and complaint. She has been able to elevate customer experience and organizational values to work together towards achieving a successful relationship that ensures everyone, both staff and patient, feels heard, appreciated, and empowered.

Nada is unique in her holistic, people-first style of leadership. She is confident in the unlimited potential of people and nurtures it through individual coaching, enlightenment of emotional awareness, and comprehension of healthcare dynamics. She is also contributing beyond the organizational boundaries, as she is an active member of the Volunteer Ambassadors Institute, where she is advocating social responsibility and community empowerment.

Nada is an inspirational leader who is reshaping setbacks into openings and opportunities into long-term alterations in the healthcare environment via all of her endeavors.

Soul of a Healer

Nada's journey into learning and development within the healthcare sector was driven by a dual passion: one for healing and another for unlocking human potential. Early in her career, she recognized that clinical expertise, while essential, was not sufficient to deliver truly exceptional care. Nada says, *"What truly made the difference was the emotional intelligence of the provider, the empathy in the interaction, and the ability to communicate under pressure."*

Working alongside technically skilled teams, Nada observed recurring struggles with collaboration, burnout, and patient engagement. These issues pointed to a critical gap, not in clinical knowledge but in mindset and leadership capacity. It became evident to her that improving the patient experience would require meaningful investment in those delivering the care. This insight redefined her professional mission. She began concentrating on coaching, leadership development, and building emotional resilience as strategies to empower healthcare professionals to thrive, not merely survive.

"When learning feels like a support system rather than another task, professionals are more likely to engage and grow."

DR. NADA Y. FIDA

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"One of my favorite practices is including live feedback from patients or simulated case studies during training. It brings numbers to life and connects caregivers to the impact of their behavior."

Formula for Sustainable Healthcare Learning

In healthcare, Nada believes that learning must extend beyond the simple acquisition of information. For her, learning is a dynamic and continuous process that involves adapting to change, unlearning outdated patterns, and embedding new behaviors that support excellence in both care and collaboration. She asserts that implementing systems alone is not enough; cultivating a mindset rooted in growth, ownership, and reflection is essential.

While systems provide safety and consistency, it is the mindset that drives innovation and long-term sustainability. Nada adds, *"I define learning in healthcare as the intersection between structured knowledge (protocols, models, tools) and emotional agility (self-awareness, empathy, resilience)."* She emphasizes that the most meaningful transformation occurs when these elements align: when a nurse not only follows procedures but also empathizes with a patient's fear, or when a leader goes beyond tracking KPIs to create psychological safety within their team.

Mission to Empower Women in Healthcare

Being a woman in leadership has allowed Nada to bring an intuitive, human-centered perspective to the healthcare learning ecosystem. She approaches challenges not only with strategic insight but also through an emotional and relational lens, asking questions like, "How does this make people feel?" and "What is the story behind the resistance?"

Her experiences have reinforced the power of empathy as a vital leadership tool. Nada has designed programs that go beyond technical training to inspire personal and professional transformation. She has also mentored many young female professionals in the sector, supporting them in building confidence and discovering their unique leadership voices. Her strength lies in integrating compassion with competence, showing that leadership in healthcare does not need to be transactional; it can be deeply transformational.

Connecting Care Through Story and Stats

Nada believes in striking a vital balance: data helps us measure, but humanity helps us matter. In her work, she ensures that every training or development initiative begins with real stories and concludes with measurable outcomes. While tools like patient satisfaction scores and performance dashboards are used to track progress, the learning journey itself is grounded in human-centered methods such as role-playing, reflective exercises, and storytelling to bring depth and relevance to the experience.

One of her most impactful practices is incorporating live feedback from patients or using simulated case studies during training sessions. This approach brings data to life and helps caregivers connect their actions to real human outcomes. Nada also coaches leaders to interpret data not merely as metrics but as meaningful signals, indicators of burnout, miscommunication, or unmet emotional needs within their teams.

The Calm in the Storm

For Nada, leadership is a daily commitment to accountability, authenticity, and service to others. In both clinical and institutional settings, she sees leadership as more than decision-making; it is about setting an example. It means being calm during a crisis, the voice that listens when tensions rise, and the presence that helps others feel seen and valued.

She also views leadership as influence without formal authority. Nada has witnessed nurses drive meaningful change on the floor through consistency and emotional strength, and administrators elevate care by empowering their teams. To her, leadership is a ripple effect—it begins with self-

leadership and expands outward, shaping culture, enhancing performance, and building trust with patients.

How Nada Restores Strength in Emergency Care

"One powerful moment that stands out occurred during a resilience training I led for a group of emergency department nurses," mentions Nada. These professionals were on the brink of burnout, facing daily trauma and emotional exhaustion. Through structured reflection and practical tools such as micro-resilience techniques, emotion regulation practices,

and peer coaching circles, Nada helped create a safe space for expression and renewal.

By the end of the session, one nurse shared that, for the first time in years, she felt truly seen and reconnected to her "why." Months later, Nada received feedback from the department lead indicating a reduction in sick leave, improved teamwork, and a noticeable boost in morale. This kind of impact is a powerful reminder of why her work matters.

From Shift Huddles to Breakthroughs

The key, for Nada, is relevance, flexibility, and brevity. Healthcare professionals are among the busiest individuals she works with, so she designs bite-sized learning experiences that are emotionally engaging and immediately applicable. Whether through micro-learning modules, reflection prompts during shift changes, or integrated coaching conversations during team huddles, learning must fit into their world, not the other way around.

She also emphasizes what she calls "just-in-time leadership," providing tools and insights that address real-time challenges such as managing conflict in a tense meeting or delivering difficult feedback. Nada points out, *"When learning feels like a support system rather than another task, professionals are more likely to engage and grow."*

Essential Traits for Healthcare Leaders

In Nada's experience, three critical leadership traits stand out as essential for healthcare professionals to remain future-ready: emotional resilience, adaptive thinking, and relational intelligence.

Emotional resilience is vital because the healthcare environment is constantly changing and pressure levels are high. Leaders must be able to manage their stress while providing support to others.

Adaptive thinking enables leaders to navigate complexity and ambiguity. With rapid changes in healthcare, approaches that worked yesterday may no longer be effective tomorrow.

Relational intelligence, the capacity to build trust, manage conflict, and communicate with empathy, remains the foundation of effective care and collaboration.

Beyond these traits, Nada emphasizes that the willingness to unlearn old habits, maintain humility, and actively foster inclusion will be key in defining the future-ready healthcare leader.

Story of Leadership and Reflection

Nada has certainly faced her share of challenges as a woman navigating executive spaces in healthcare. She acknowledges that the journey has not been without resistance, especially in environments where traditional leadership norms prevail. What has kept her grounded is a deep sense of purpose and a strong support network of colleagues, mentors, and peers who believed in her voice even when others did not.

She also places great value on reflective practices such as journaling, coaching supervision, and spiritual grounding. These practices remind her that leadership is not about being universally accepted but about showing up consistently with integrity. For Nada, every challenge has become a lesson, and every setback an opportunity to grow.

Transforming Touchpoints

Nada hopes her legacy will be one of hearts empowered, not just systems improved. She wants those she has worked with to remember not only what they learned but how they felt, seen, valued, and capable of more than they ever imagined. Whether it is a young nurse who found her confidence, a senior leader who softened his leadership style, or a team that rediscovered joy in service, Nada hopes the ripple effect of her work continues long after she has stepped away.

Nada highlights, *"Ultimately, I want to be remembered as someone who led with compassion, empowered others to do the same, and built spaces where learning and healing walked hand in hand."*

"Leadership is also about influence without authority."

Empowering Women Leaders in the Middle East

Middle East is headed towards a revolution where economies get modernized, industries get diversified, and social development and sustainable development happen under women leadership empowerment. Women leaders' empowerment is the most significant key to social advancement and sustainable development. Although women have never been part of leadership roles because of traditionally based, cultural, and institutional factors, nowadays there has been a quantum leap with further endeavors being established to provide gender equality and offer women a chance of career growth. From education reform to mentorship networks and government-led programs, the far-reaching scope of efforts is remapping the landscape, so that women are respected and valued at all levels of leadership. The tenacious push to get women to the table of decision-making is not only revolutionizing models of leadership, but making a brighter, more inclusive future for the region as a whole.

This article outlines the most prominent areas in which Middle Eastern women are being empowered to become leaders.

Fostering Gender Equality to Leadership

The Middle East has also taken considerable strides in the recent past towards embracing gender equality and women leaders. They have come to understand that empowering women is not only a social development aspiration, but also economic development and innovation. National efforts like Saudi Vision 2030 and the UAE Gender Balance Council aim to break inhibitions and build a diverse workplace with more women, especially in higher positions. These efforts are based on the building of women's talent-enabling

environments at education, mentorship, and experience levels within professional networks.

There are challenges for cultural norms to change and break through institutional biases regardless of such efforts. Women are generally held back in their climb to leadership positions by deeply ingrained social attitudes that have been around for decades and never served on the boards of big companies and senior management. The few women who have crossed these hurdles are redefining leadership and giving generations to come a blueprint. By celebrating their achievements and calling for open workplaces, they are dismantling stereotypes and constructing a more inclusive corporate culture founded upon diversity and diverse leadership.

Capacity Building through Learning and Mentorship

Learning and mentorship are the major drivers in enabling women to take up the leadership role in the Middle East. Access to quality training and education provides women with the opportunity to gain access to training and exposure that will equip them to compete fairly in more globalized and more advanced economies. Governments and institutions are sponsoring scholarship schemes, leadership, and entrepreneurship to raise career advancement of women. Universities and research institutes are working together with international institutions in developing specialty curricula on gender-defined topics and capacity building.

Mentoring initiatives also step in and give women psychosocial care, networking, and direction along the way of their professional career. Even the women themselves who are the leaders are now actively involved in mentoring newer professionals, giving practical tips, and establishing systems of support where women learn from one another's experience. By pairing future leaders with successful role models, the kind of programs empower women with the tools to advance within organizational ranks and surmount obstacles. With increasing mentorship networks, more and more women gain confident enough to apply for leadership positions and campaign for diversity-biasing policies.

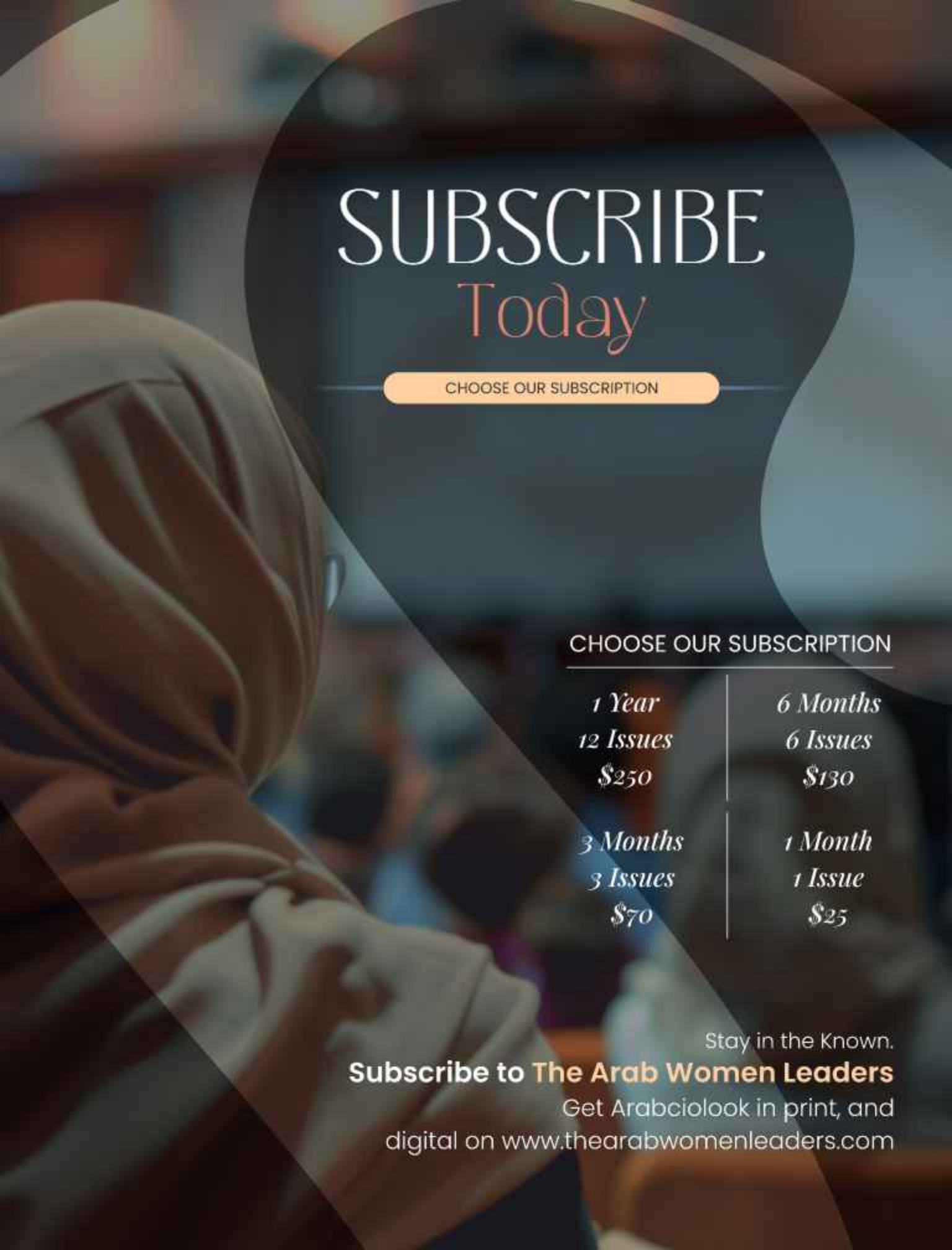
Corporate and Government Initiatives

While business and government do have an important role in playing towards creating an enabling environment for women leadership, there is top priority given to women leaders in some multinational companies and indigenous organizations practicing diversity and inclusion policies. Flexible work arrangements, family-friendly employment practices, and rapid women's career advancement programs by leadership are some policies that are being pursued. Through inclusion cultures, organizations don't just make better decisions and innovate but also employer of choice in competitive markets.

Middle Eastern governments also implement regulation systems for spearheading women's leadership engagement. Women boards and organizational awards that are at the leading edge in the gender diversity have been established to offer accountability and quantifiable progress. In parallel, attitude-transformation campaigns and gender-sensitive leadership are gaining momentum. Generally, the initiatives are creating a new paradigm for leadership in which women are being positioned as transformation agents to achieve regional economic resilience and social development.

Conclusion

The empowerment of Middle Eastern women is no longer a discretionary goal but a strategic requirement to achieve economic growth, social integration and innovation. Government and other institutions are putting in place organized mechanisms using specific policies, capacity-building programmes and mentorship projects that enable women to have the confidence, skills and support necessary to make efficient leaders. The dividends so far are gaining more and more acceptance of the capacity of women to inspire and form change and guide generations. Nevertheless, with continuous struggles, the joint actions to eliminate the obstacles and achieve gender equality are already demonstrating some positive outcomes. More women in the leadership are creating a new story that is characterized by resilience, diversity and inclusive leadership. The future is becoming one of a long-term commitment, group endurance, and a common vision of a Middle East in which leadership based on merit, integrity and empowering all its citizens are part of the progress.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Advancements Shaping the Future of **Healthcare**

Healthcare is undergoing a profound transformation, driven by technological innovation, evolving patient expectations, and an increased emphasis on efficiency and sustainability. These advancements are not only redefining clinical practice but also reshaping healthcare delivery models, research methodologies, and patient engagement strategies. As the global population grows and ages, healthcare systems face mounting pressure to provide high-quality care while optimizing resources and minimizing costs. The future of healthcare lies in leveraging cutting-edge technologies and data-driven insights to improve outcomes, enhance patient experiences, and foster preventive and personalized approaches to care. From digital tools and artificial intelligence to genomics and remote patient monitoring, healthcare organizations worldwide are embracing innovation at an unprecedented pace. Policymakers, industry leaders, and clinicians are collaborating to integrate these advancements into clinical workflows while addressing challenges such as data privacy, regulatory compliance, and equitable access. The evolution of healthcare is not merely about technological adoption but also about reimagining patient care, workforce roles, and operational efficiency to meet the demands of a rapidly changing landscape.

Digital Health and Telemedicine

The rise of digital health technologies has revolutionized how healthcare is delivered, making it more accessible, efficient, and patient-centered. Telemedicine platforms have expanded access to care, allowing patients to consult with healthcare professionals remotely, reducing travel time, and increasing convenience. Video consultations, remote monitoring devices, and mobile health applications are empowering patients to manage chronic conditions, track vital signs, and receive timely interventions without frequent hospital visits. These tools are particularly valuable in rural and underserved areas where access to specialized care is limited.

Digital health extends beyond telemedicine to include electronic health records, mobile apps, and wearable devices that generate vast amounts of health data. Advanced analytics

can identify trends, predict disease progression, and provide actionable insights to clinicians, enabling more proactive and personalized care. Integrating these technologies into existing healthcare systems requires robust cybersecurity measures, standardized data protocols, and ongoing training for healthcare professionals. The digital health revolution is fostering a more connected and responsive healthcare ecosystem that prioritizes convenience, efficiency, and patient empowerment.

AI and Data-Driven Healthcare

Artificial intelligence (AI) and machine learning are transforming medical decision-making and research by analyzing complex datasets to uncover patterns and insights that were previously unattainable. AI-powered diagnostic tools are improving the accuracy and speed of identifying conditions such as cancer, cardiovascular disease, and neurological disorders. By assisting clinicians in interpreting medical images, predicting patient outcomes, and recommending treatment plans, AI enhances both efficiency and precision in care delivery. These technologies also reduce human error and allow healthcare professionals to focus on patient-centered activities rather than administrative or repetitive tasks.

In addition to diagnostics, AI is playing a crucial role in drug discovery, personalized medicine, and population health management. Machine learning algorithms can analyze genomic data to identify potential therapeutic targets, predict drug efficacy, and optimize clinical trial designs. Predictive analytics can help identify high-risk populations, enabling preventive interventions and resource allocation that improves public health outcomes. While AI holds immense promise, successful implementation depends on transparent algorithms, ethical considerations, and collaboration between technology developers and healthcare stakeholders to ensure safe, equitable, and effective adoption.

Genomics and Precision Therapies

Advancements in genomics and precision medicine are revolutionizing how diseases are understood, treated, and prevented. Genomic sequencing allows clinicians to identify genetic mutations and variations that contribute to specific conditions, enabling personalized treatment strategies tailored to individual patients. Precision medicine leverages this information to optimize drug selection, dosage, and therapy plans, reducing adverse effects and improving treatment outcomes. These innovations are particularly impactful in oncology, rare diseases, and chronic conditions, where individualized approaches significantly enhance patient prognosis and quality of life.

Beyond precision medicine, emerging therapies such as gene editing, cell-based treatments, and regenerative medicine are opening new frontiers in healthcare. Techniques like CRISPR and CAR-T cell therapy offer potential cures for previously untreatable diseases, while tissue engineering and stem cell research provide avenues for organ repair and replacement. Integrating these breakthroughs into clinical practice requires stringent regulatory oversight, rigorous clinical trials, and collaboration between researchers, clinicians, and industry partners. The convergence of genomics and novel therapies signifies a future where healthcare is not only reactive but increasingly preventive, predictive, and tailored to the unique genetic and physiological profiles of patients.

Conclusion

The future of healthcare is being shaped by a convergence of technology, data, and innovation, driving a shift toward more personalized, efficient, and patient-centric care. Digital health platforms, AI-driven analytics, and precision medicine are transforming clinical practice, enabling proactive interventions, and improving outcomes across diverse patient populations. These advancements offer unprecedented opportunities to enhance the quality, accessibility, and sustainability of healthcare systems worldwide. As healthcare continues to evolve, the successful integration of these technologies will require collaboration across multiple stakeholders, investment in infrastructure, and a focus on ethical and equitable implementation. Patients, clinicians, policymakers, and technology innovators must work together to ensure that advancements translate into tangible benefits for all. By embracing innovation while maintaining a commitment to safety, compassion, and human-centered care, the healthcare industry can navigate the challenges of the present while building a resilient and transformative future.

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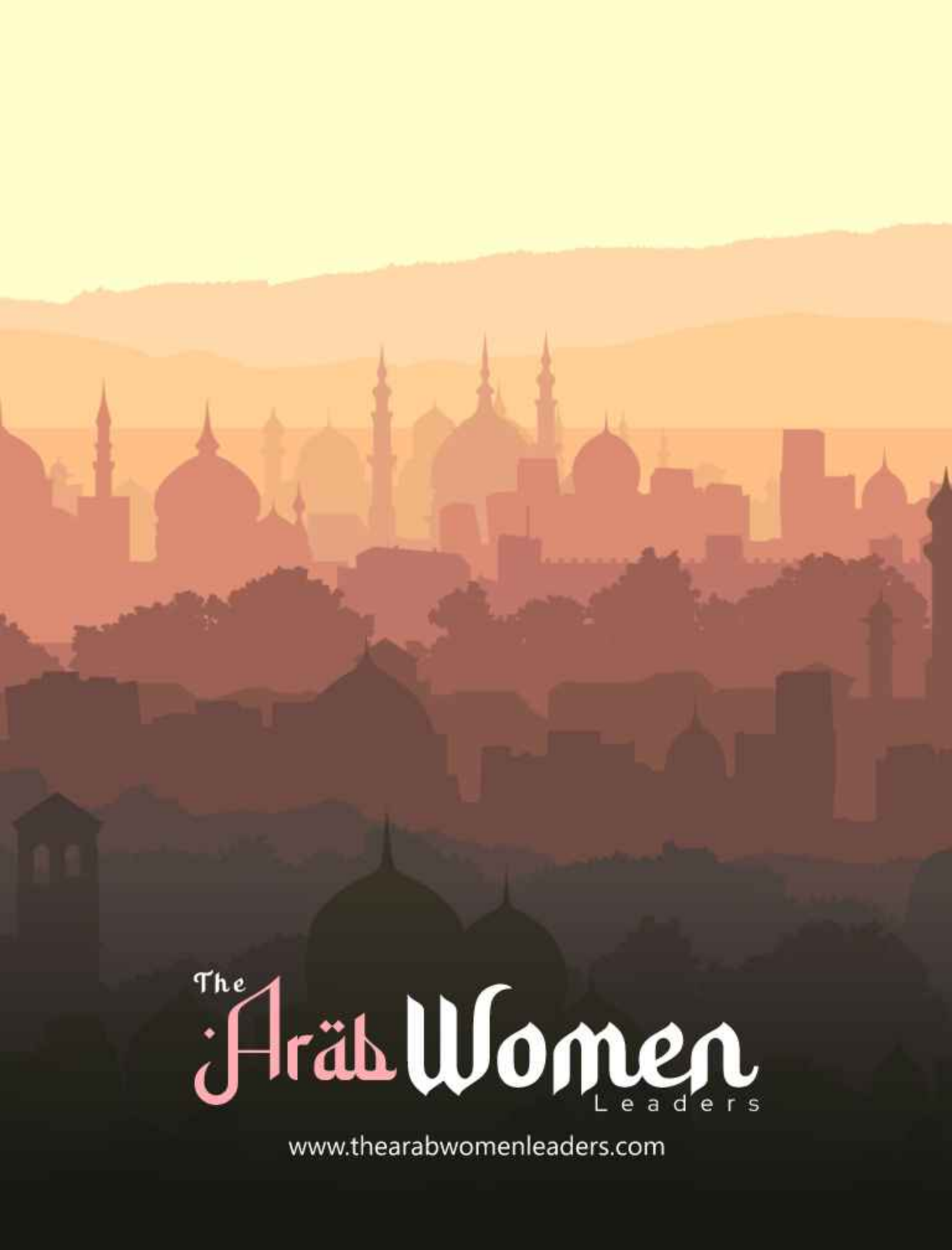
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